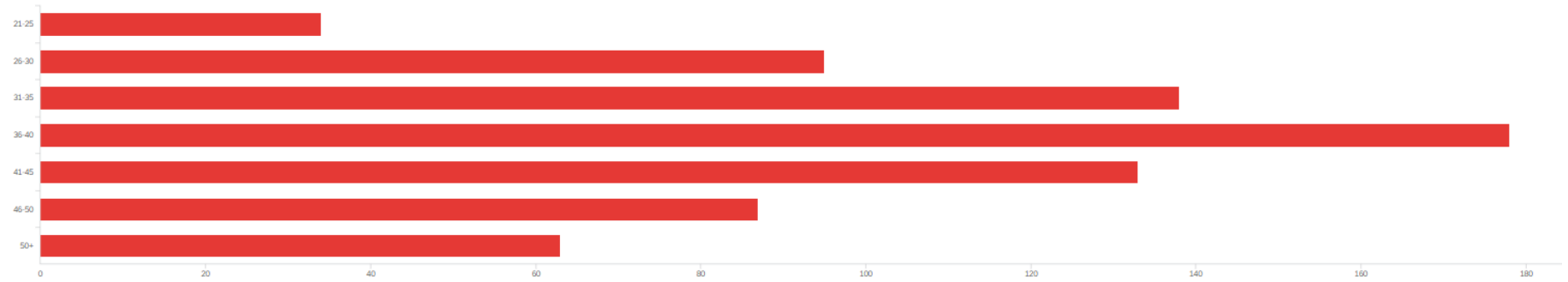


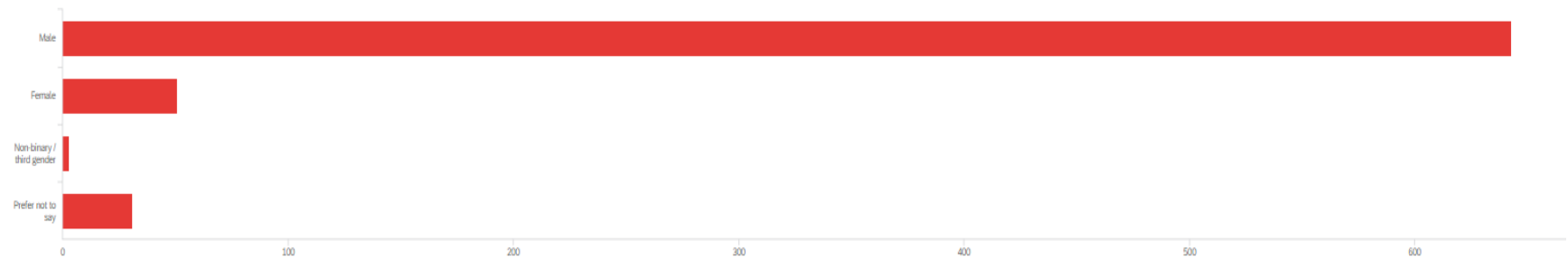
5.17.2021

Demographics:

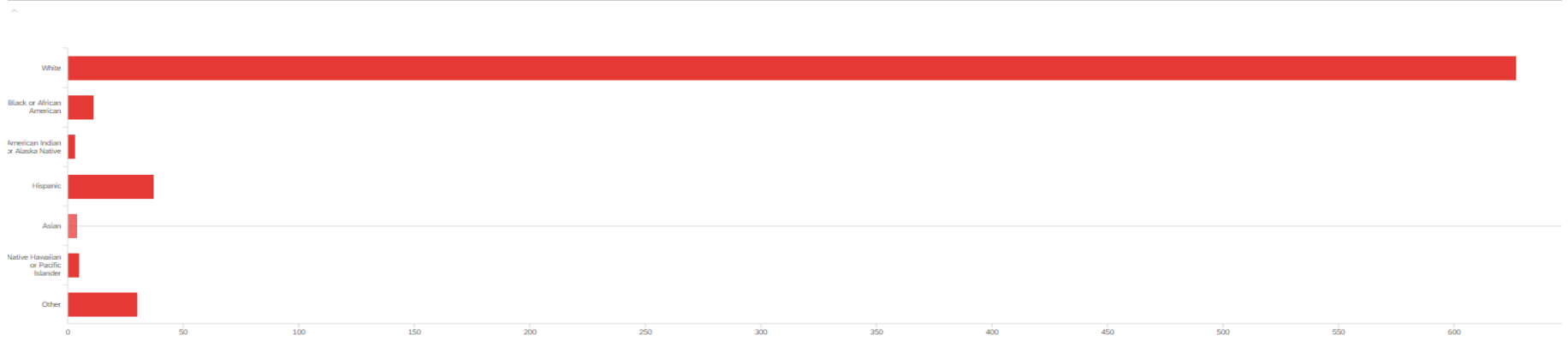
Age



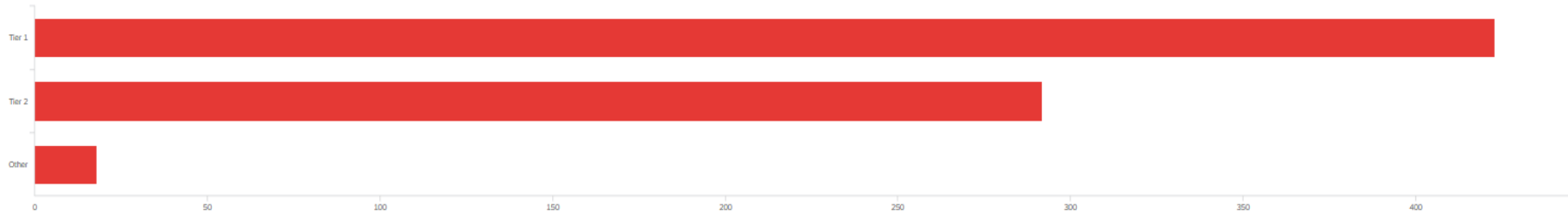
Gender



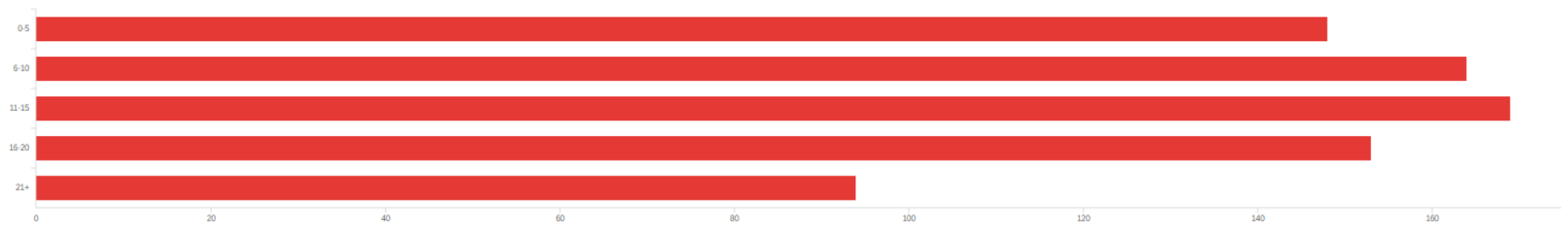
Race



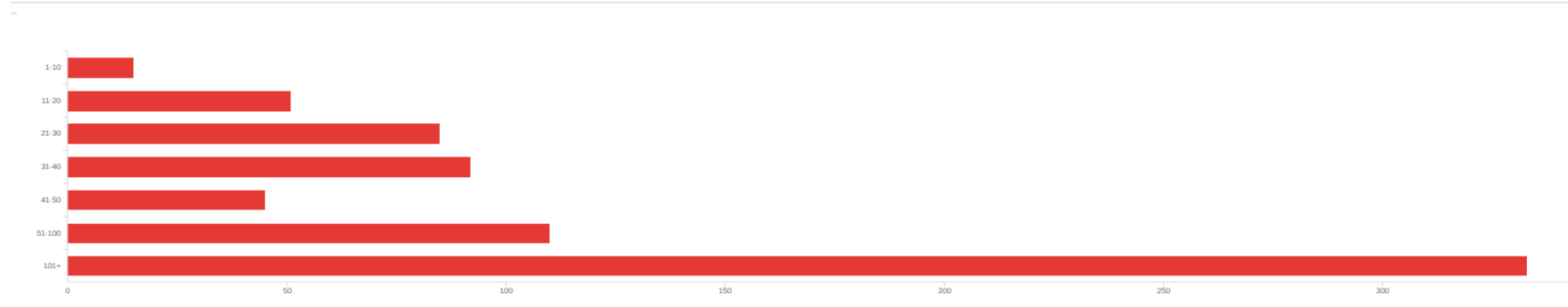
Are you currently in the Tier 1 or Tier 2 public safety retirement system?



How many years of service do you currently have in public safety?

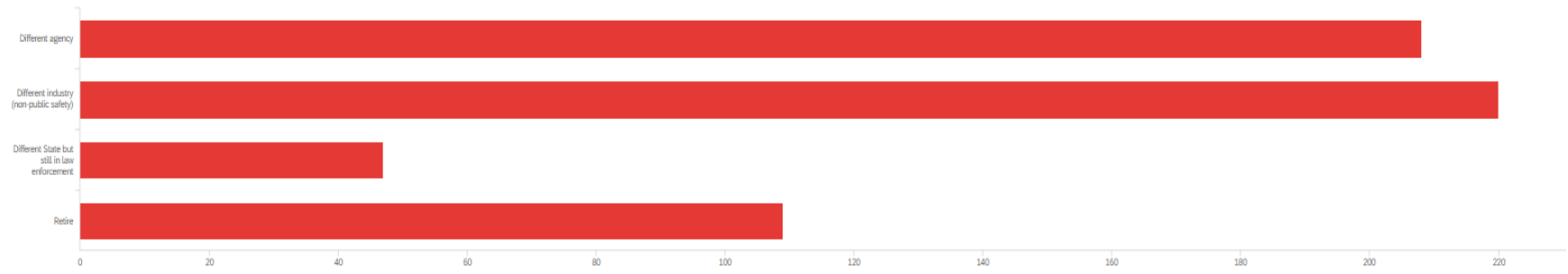


Agency Size



Key Question Responses:

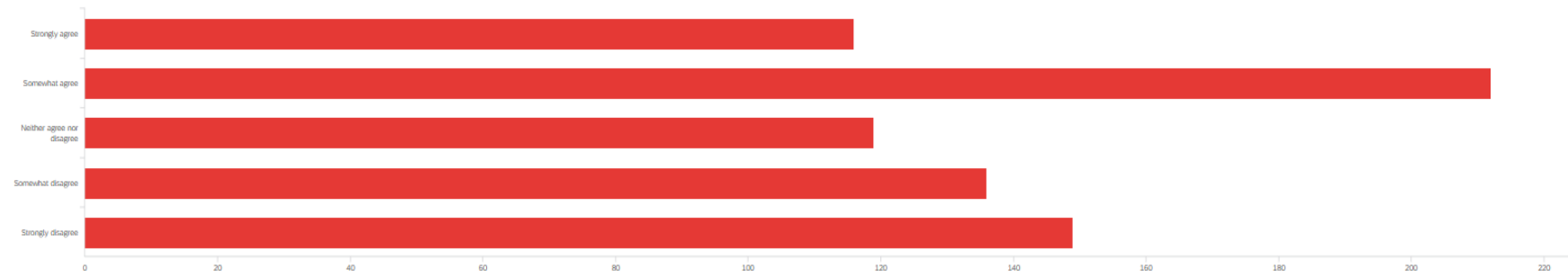
- If you are considering leaving your current public safety agency, is it to go to a different public safety agency, different industry unrelated to public safety, or retire?



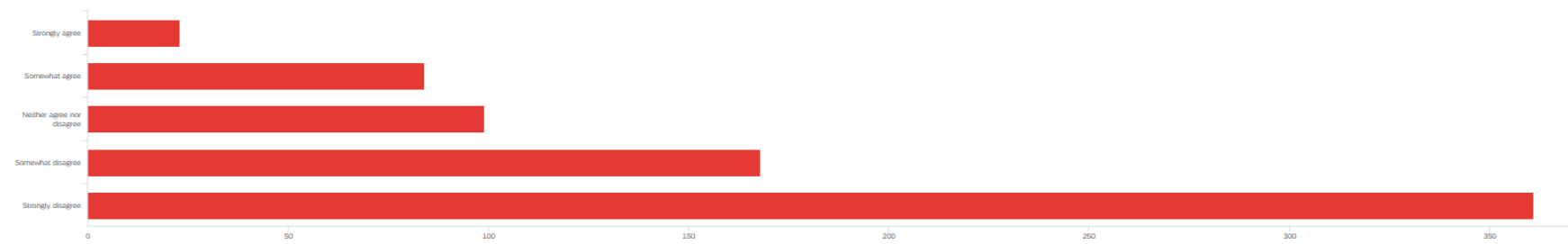
Please rate your overall job satisfaction within your agency



1 - My work morale is high.



3 - I would recommend a career in law enforcement/fire fighting to family/friends



For the purpose of this question you have \$100 in new funding. How would you allocate that funding to improve recruitment and retention in your agency?

Field	Minimum	Maximum	Mean
Pay Increases	0.00	100.00	48.01
Increases in retirement benefits	0.00	100.00	21.23
Increases in healthcare benefits	0.00	100.00	9.96
Training/Educational opportunities	0.00	100.00	7.20
Better equipment	0.00	100.00	6.62
Outreach to educate the public on the positives of public safety	0.00	100.00	6.99

Please rank the following actions your agency could take to help retain your employment with 1 being the most significant and 8 being the least significant:

#	Field	1	2	3	4
1	Increased pay	64.35% 444	22.17% 153	8.26% 57	3.62% 25
2	Increased retirement benefits	15.51% 107	49.42% 341	17.97% 124	8.55% 59
3	Increased health benefits	2.17% 15	7.83% 54	44.93% 310	19.13% 132
4	Training/Educational opportunities	0.72% 5	1.88% 13	7.25% 50	30.00% 207
5	Permanent Shifts	1.01% 7	2.32% 16	3.19% 22	6.52% 45
6	Better equipment	0.72% 5	1.30% 9	5.65% 39	12.17% 84
7	Management changes	13.77% 95	9.28% 64	7.39% 51	10.72% 74
8	Policy Changes	1.74% 12	5.80% 40	5.36% 37	9.28% 64

If you are leaving public safety for the private sector, rank the following reasons that are the most influential in your decision to leave. 1 being the most influential 8 being the last influential.

#	Field	1		2		3		4	
1	Higher Wages	35.11%	79	11.56%	26	11.11%	25	13.78%	31
2	Benefits: Vacation, health insurance, education (exclude retirement benefits)	0.44%	1	13.33%	30	13.78%	31	6.22%	14
3	Increase retirement benefits	7.56%	17	9.78%	22	13.33%	30	14.22%	32
4	Public safety is not the right career	1.78%	4	0.89%	2	1.78%	4	4.44%	10
5	Lack of community support	5.33%	12	6.22%	14	17.78%	40	17.78%	40
6	Lack of support from administration	13.33%	30	9.78%	22	9.33%	21	13.78%	31
7	Lack of support from elected leaders	20.89%	47	29.33%	66	15.56%	35	10.67%	24
8	Portrayal of law enforcement in the media	15.56%	35	19.11%	43	17.33%	39	19.11%	43